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POSH Awareness Program at DES's BRIJLAL JINDAL COLLEGE OF PHYSIOTHERAPY

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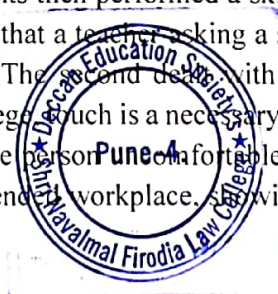
REPORT

Shri. Navalmal Firodia Law College conducted an awareness session on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, commonly known as the POSH Act, for the students of the DES BRIJLAL JINDAL COLLEGE OF PHYSIOTHERAPY on 29th September 2026. The session aimed to help future healthcare professionals understand what counts as sexual harassment at work, how the law protects them, and how to respond when faced with such situations.

The programme began with an interactive PowerPoint presentation hosted by Janhavi Dhumal and Yashaswini Mane. Instead of a one-sided lecture, the hosts invited the audience to take part, giving the students clear insights into the provisions of the Act, the meaning of workplace harassment, and the rights and remedies available to those affected.



To make the law easier to relate to, the students then performed a skit showing the POSH Act at work in different scenarios. The first showed that a teacher asking a student for personal favours is not normal and is an abuse of authority. The second dealt with physiotherapy itself: when physiotherapists treat patients outside the college, such is a necessary part of the job, but if it goes beyond what is clinically needed or makes the person uncomfortable, it also falls under the Act. The skit further explained the idea of the extended workplace, showing that the workplace is not



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limited to the institution but includes any place visited in connection with work. Finally, it highlighted the issue of false complaints, reminding the audience that the Act must be used honestly and that malicious allegations are a misuse of the law.

After the skit, an interactive question and answer round was held. The physiotherapy students were very active and asked a wide range of questions about how the Act applies in practice, particularly in their own clinical and professional settings, and the organisers answered them and cleared their doubts. Overall, the session was engaging and informative. The mix of an interactive presentation, a relatable skit and an open discussion helped the students understand the POSH Act and its relevance to their future careers, and the program was concluded on a note of zero tolerance of sexual harassment at workplace.



Dr. Sunita Adhav
Principal

